

GUIDE TO INTERPRETATION OF LANCASTER COUNTY PAY PLAN

The Lancaster County Pay Plan, effective August 19, 2004, contains separate grade designations. Those designations and the employee groups covered are as follows:

PAY GRADE DESIGNATION	EXAMPLE	GROUP COVERED	PERCENT INCREASE
A	A11	AFSCME American Federation of State, County Municipal Employees	2.96%
C	C17	UNREPRESENTED Non-represented Employees	2%
E	E08	EXCLUDED Non-represented Employees	2%
X	X07	EXCLUDED Non-represented Employees	2%
D	D01	LDSA Lancaster Deputy Sheriff's Association	3%
J	J01	FOP Fraternal Order of Police Correctional Officers	4%

NOTE: There is no correlation among the various grade designations. For example, the rates for grade A10 do not equate with the rates for grade C10.